



**PACE**

*Your way as leader and team member*

## The best Leadership to manage any situation

A **cutting-edge Assessment Tool** to examine the ability of people of building **effective relationships within** a group and **turn their potential into success.**

# The right person in the right place

- Discover the **predominant values** and the situations in which they **can be turned** into a **competitive advantage**.
- Identify the **attitudes required in different situations**.
- Use the **powerful online tools** to develop team cooperation and leadership skills.

## Test PACE vs Psychometric Test

### Psychometric tests: old and easily falsifiable models

- **The models date back to 90 years ago**, at the dawning of human personality studies when the scientific analysis capability was different and, above all, people were different.
- They are **extremely easy to fake** because the questions should be answered by a choice among pre-formulated statements where different levels can be distinguished (I slightly agree, I very much agree, etc.).
- They are **much more difficult to be accepted** by the people tested because they give a judgment on the person.

### PACE: a reliable and complete Assessment

- PACE is a test **born from a twenty-year research experience** in organizational consulting and analysis of the most important **leadership and team building** models.
- It is **an immediate way** to assess **people's attitudes in interacting within a group**: their inclination to ensure high level of performance, the ability to build relationships keeping them stable, work for the continuous improvement of the organization and correctly perform the tasks assigned to them.
- It is **a software tool** that allows to analyze the test data and compare them with the self-assessment of people and the assessment performed by the assessor so as to have **complete, reliable and really useful information**.
- PACE is **a complete system and integrated with the other solutions provided by Exagogica** to manage and develop human capital.

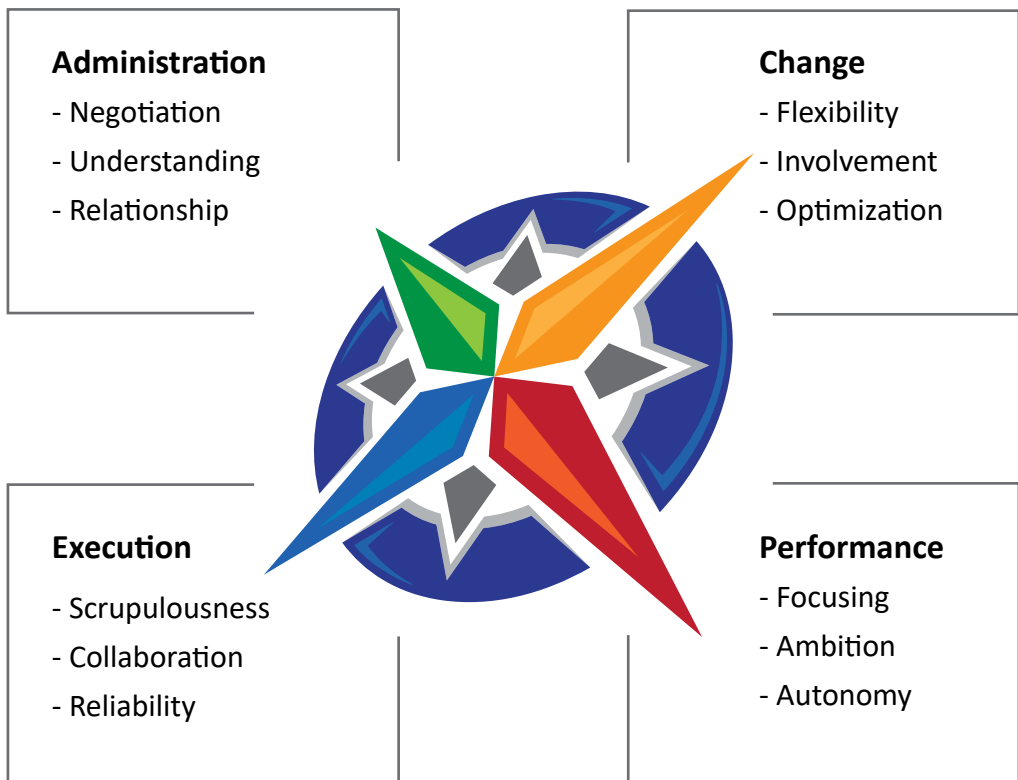
# Drive, attitudes and features

*A detailed analysis of the potential of everyone*

It is a test analyzing the attitudes and values of the person in relation to the participation and the management of a **work team within an organizational structure**. It analyses 12 various indicators grouped into 4 areas:

**Performance, Administration, Change, Execution.**

- **Scope:** Leadership and Teamworking.
- **Number of questions:** From 36 to 60 short stories to which assign the end.
- **Test duration:** 30/60 minutes.
- **Individual Report:** Standard Report (12 pages); Standard report with methodological notes (33 pages); Summary Report.
- **Analysis system:** PACE Team.



# Distribution of the Test

*A simple and immediate system*

PACE personal test is provided online through the web portal:  
[www.exagogica.com](http://www.exagogica.com).

The test can be performed in a single session, or subdivided into its 4 sections.

Once the test has been completed, the user can provide a feedback, highlighting the major deviations from his/her own self-perception.

This self-assessment will be an element of the overall assessment in the **Pace Team system**.

The image displays two screenshots from the Exagogica website. The top screenshot shows the homepage with a navigation menu (ASSESSMENT, SOLUTIONS, TECHNOLOGIES, PEOPLE, SOCIAL RESPONSIBILITY, CONTACTS) and a main banner featuring a woman with chalk-drawn muscles and the text "Discover our Assessments to identify and know the best talents". A coupon activation button is visible at the bottom of the banner.

The bottom screenshot shows the "PACE test" results interface. It features a progress bar at 100% and four report preview buttons: REPORT PREVIEW, SUMMARY REPORT, STANDARD REPORT, and STANDARD + METHOD. Below these are four performance categories, each with a 100% progress bar and a REPORT PREVIEW button:

- PERFORMANCE (100%)
- ADMINISTRATION (100%)
- CHANGE (100%)
- EXECUTION (100%)

# Detailed reports

## Detailed report to start a personal development path

At the end of the test, the system presents **three different individual reports**: the **complete report** downloadable both in the **standard version** (12 pages) and **with the addition of the methodological notes** (in this case the complete document consists of 33 pages) and a **Summary report**.

Moreover, you can also download the partial report related to each Drive.

All reports are available and accessible on Exagogica website until the end of the twelfth month from the activation date of the test.

### PACE Quadrant of PIERO SALEMI

Potenziale complessivo: 75%

**What expresses:** Overall potential in relation to the level of development of analyzed soft skills.  
**Added Value:** PIERO dimostra in generale una sufficiente attitudine ad operare all'interno di un gruppo o di un contesto organizzativo relazionandosi in maniera efficace con gli altri membri dell'organizzazione.

Centring: 0, 0

**What expresses:** Balance with respect to the two axes Preservation / Change and Focus / Relationship.  
**Added Value:** PIERO mostra una sostanziale tendenza all'equilibrio fra il mantenimento della norma e la capacità di innovazione. PIERO mostra una sostanziale tendenza all'equilibrio fra innova

Trend Ar

**What expresses:** The type of activities in which highlighted soft  
**Added Value:** PIERO mostra un sostanziale equilibrio fra i due

#### STRENGTH

- Autonomo
- Sollecito
- Flessibile
- Scrupoloso

#### OPPORTUNITY

- Primary team leader
- Midlo manager

#### WEAKNESS

- Conflittuale
- Inefficiente
- Inaffidabile

#### RISK

- potrebbe privilegiare l'autonomia operativa al perseguimento degli obiettivi principali.
- potrebbe essere considerato inadatto.
- potrebbe privilegiare il cambiamento, anche quando questo non apporti miglioramenti concreti.
- potrebbe privilegiare l'aspetto formale delle indicazioni ricevute, a scapito di quello sostanziale.

**STRENGTH**

PIERO sembra molto consapevole dell'importanza di conferire un elevato livello di autonomia anche a chi svolge attività esecutive e apprezza particolarmente l'atteggiamento positivo di chi si sforza di comprendere appieno tutte le fasi del processo a cui partecipa. PIERO sembra molto consapevole dell'importanza di sviluppare le relazioni fra colleghi, offrendo il suo aiuto anche quando questo non venga esplicitamente richiesto. PIERO attribuisce notevole valore alla flessibilità ed alla capacità di modificare le proprie abitudini, giudicando in maniera positiva l'apertura a cambiare spesso attività o condurre lavori alterni. PIERO attribuisce un grande valore alla comprensione delle norme ed al loro rispetto, di tipo sia formale che sostanziale, segnalando eventuali inapplicabilità delle disposizioni ricevute perché le stesse possono essere migliorate e rispettate appieno.

**WEAKNESS**

PIERO non riconosce valore alla negoziazione ed alla necessità di mediare fra le diverse posizioni, arrivando a giustificare inutili conflittualità e ritorsioni nei rapporti fra colleghi. PIERO non sembra assolutamente consapevole dell'importanza di ridurre gli sprechi di tempo e spazio nell'organizzazione del lavoro. PIERO non è consapevole dell'importanza di assatarne i risultati attesi e concordati, ritenendo accettabili scostamenti e difformità anche nelle modalità di esecuzione del compito assegnatogli.

**OPPORTUNITY**

High compatibility with: Primary team leader  
It would also be indicated for: Middle manager

**RISK**

Il livello di socializzazione e ambizione personale non essere sufficiente a controbilanciare l'elevato livello di autonomia, portando a scelte orientate al raggiungimento di obiettivi di breve termine e senza midiano in gioco completamente. Il livello di negoziazione ed empatia potrebbe non essere sufficiente a controbilanciare l'elevata voglia di creare relazioni, portando a entrare nella sfera privata degli altri senza le dovute precauzioni. Il livello di coinvolgimento e capacità di estenuazione delle risorse potrebbe non essere sufficiente a sostenere la sua elevata flessibilità, portando ad accettare cambiamenti organizzativi anche qualora non ci fossero reali motivi. Il livello di lealtà e affidabilità potrebbe non essere sufficiente a fargli privilegiare l'aspetto puramente formale delle regole.

### Change: The profile of PIERO SALEMI

CHANGE - Overall Score: 80/100

SWOT analysis of  
PIERO SALEMI

Partecipazione

Flessibilità: 5/5

Ha un'elevata propensione a cambiare in questo genere problemi

# PACE: a complete method

*A modular system as well as integrated with the other solutions provided by Exagogica to effectively manage human capital.*

PACE is not just an online tool for analyzing attitudes and values of a person, **it is also a complete method for managing the assessment of the organization's resources in relation to a specific job position.**

**The team manager has at his disposal features and tools for the complete management of all the activities related to the assessment and development of people.** The "Assessment Team Management" system actually is a version of the **Exagogica Panoptikon platform**, on which numerous modules and extensions are available allowing a **360° human resources management.**

## Tools and functionalities

The access to the system is performed within Exagogica environment, that can be reached through the **exagogica.com** website or the link: **app.exagogica.com**. Once you log in, you can access to the home page of the system.

The screenshot displays the PACE Branch Assessment Manager interface. At the top, there is a navigation bar with the Exagogica logo, user name 'Mario Di Rosso', and various icons. The main content area features a circular progress indicator with a needle pointing to 100.00%. Below this, a table provides test statistics:

Tests Disponibili/Attivi= 100,00%		
11	0	11
DACF tests disponibili	DACF personal attivati	DACF team attivati

To the right of the progress indicator, a yellow message box states: "Non ci sono risultati per questa ricerca". On the far right, there is a 'Help desk' section with contact details and a 'Notifica' section with a search filter and a 'Nessuna notifica' message.

# Team Manager Profile

The **Team Manager** can manage the tests and the subsequent calibration of his team members through numerous tools and functionalities.

## 1. Assessment activities and competence mappings

The assessor, through the PACE Manager profile, can insert his own evaluation and have a **complete and in-depth analysis of the person examined**, also thanks to the self-assessment results.

## 2. Assessment Processes

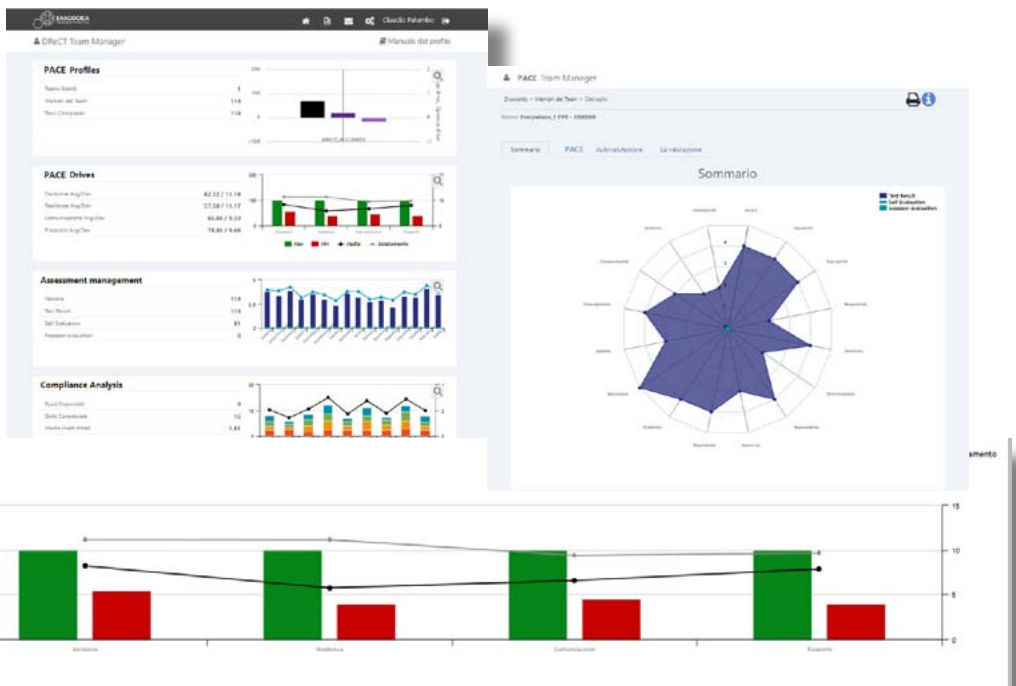
The system provide **comparison tools**, particularly useful for identifying those who have specific characteristics and who stand out if compared with the other members of the same group.

## 3. Organisational climate analysis

The **analysis tools** of the system are useful for **highlighting general trends within teams** and preparing improvement actions.

## 4. Training requirements analysis

The Skill Level Diffusion tool allows to **analyze the development level of skills and attitudes** in the whole group examined.



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through **our solutions.**



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